

Nature And Biodiversity Policy

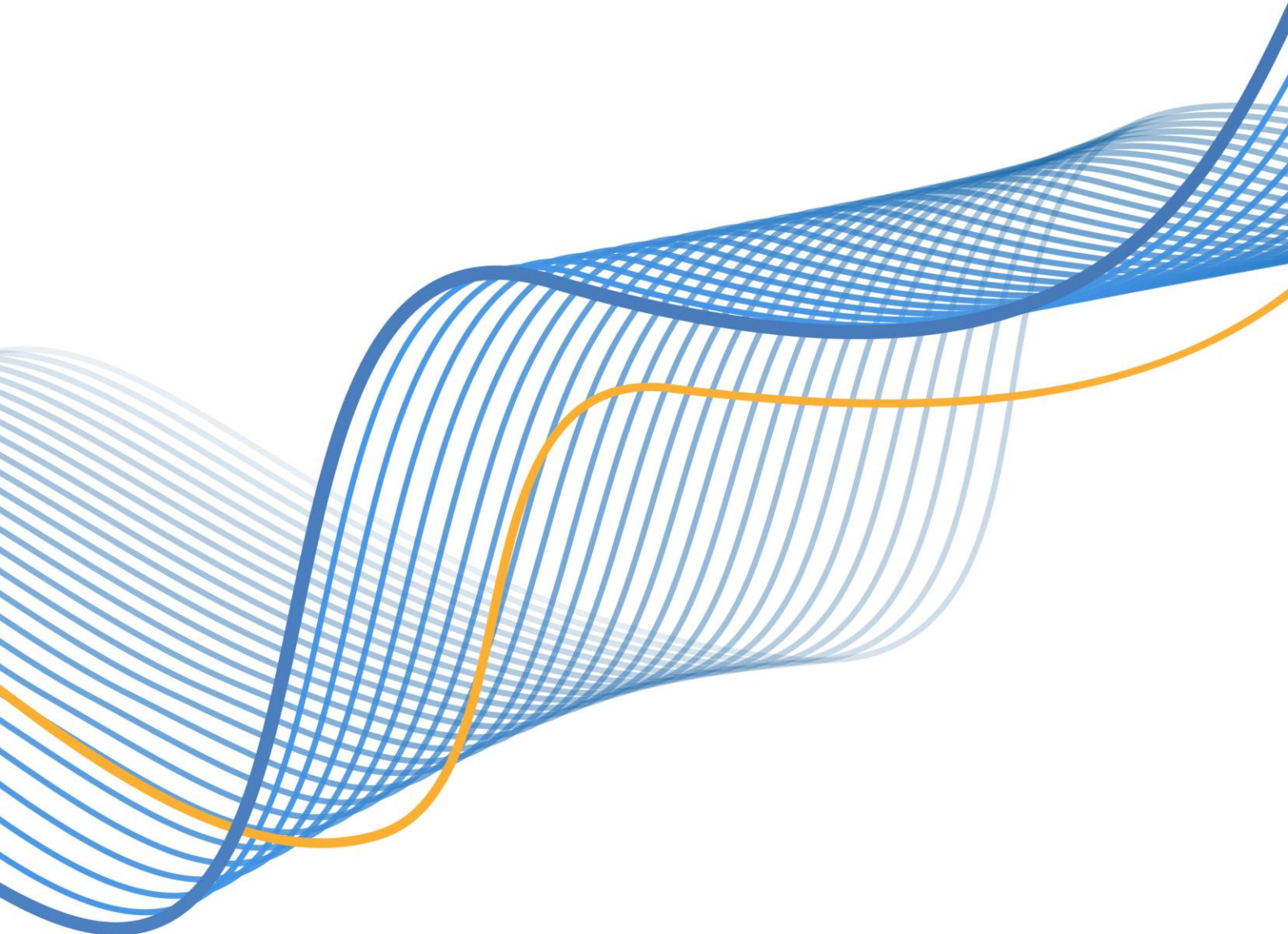


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Introduction

Tata Consultancy Services (TCS) is an IT services company offering IT consulting services and business solutions. We operate out of campuses and office buildings in urban or semi-urban (referred to as 'urban') settings. We recognize that sustaining and improving local natural resources and biodiversity in urban environments is important for keeping the urban landscape healthy and vibrant for the inhabitants and overall ecosystem. We are committed to integrating nature-friendly practices into our operations which will contribute towards sustaining the natural environment within the cities we operate in.

TCS large campuses harbor landscape/green areas which does not only have tree cover but also include the diversity of flora in the form of shrubs, herbs, fruiting trees, medicinal trees and so on. This helps create habitats for faunal components of biodiversity. We aim to retain and enhance the biodiversity of our campuses and regional ecosystems through thoughtful planning and sustainable actions. This commitment is demonstrated through our office campuses that serve as pockets of vital green space, supporting a range of floral and faunal species despite the challenges of urbanization.

We consider care for nature and biodiversity and its management as an opportunity and aspire to drive larger nature-related programs considering regional, national and global needs and priorities on biodiversity conservation. This policy is in alignment with United Nations Sustainable Development Goals (UNSDG), The Kunming-Montreal Global Biodiversity Framework (GBF), India's National Biodiversity targets and with the Tata Group's stance on biodiversity. This Policy also underscores our commitment to conserve natural resources through [TCS Environmental Sustainability Policy](#).

Definitions

Biodiversity is the variety of all life on Earth, comprising different species of animals, plants, fungi, and microorganisms such as bacteria in an area.

Nature refers to all aspects of the environment, comprising both the living as well as the non-living components of the natural world.

Purpose

The purpose of this Policy is to outline our commitment and plan of action to conserve, preserve and enhance nature and biodiversity

- Within our campuses, to minimize the impacts of our operations on flora and fauna
- Beyond the physical boundaries of our operations at broader spatial and temporal scales, to support ecological regeneration and improvement

Scope and Applicability

This policy applies to all TCS facilities and campuses where TCS has operational control. It covers:

- All TCS employees
- Contractors and

- Stakeholders involved in the development, operation and maintenance, of the TCS facilities and campuses.

This policy addresses activities such as infrastructure development, landscaping, biodiversity management, environmental management, and facility operations and maintenance among others. This policy focuses on the unique risks and opportunities presented by urban environment and local context. TCS also intends to apply the principles laid down in this policy to any external Nature and Biodiversity-related initiatives that we undertake. This policy shall be communicated to all relevant stakeholders/interested parties.

Objectives

TCS has identified key biodiversity objectives of

- Preserving, nurturing and enhancing biodiversity within our campuses/facilities
- Habitat Conservation
- Species protection
- Environmental and biodiversity awareness and training
- Stakeholder engagement

To achieve the objectives across TCS facilities/campuses and effective implementation of the policy, TCS shall:

- Comply with all applicable legal and regulatory requirements related to biodiversity, at national, state, and regional levels in the country where it operates
- Conduct Dependency, Impact, Risk and Opportunity (D.I.R.O) assessment of biodiversity and nature to identify the key areas of action towards preserving the existing biodiversity and increasing the diversity of life in all its forms, including genetic diversity, species diversity and habitat variety and ecosystem variations
- Establish a biodiversity baseline and mapping at species level across its campus and surrounding areas in line with globally accepted guidelines
- Integrate sustainable urban design strategies while designing any new campus, with the aim of creating environmentally friendly urban spaces, especially the green spaces
- Integrate the following considerations while designing a new campus/facility:
- Ensure preservation of existing biodiversity hotspots and encourage urban forestry
 - Minimize removal and adopt maximum translocation of existing trees, especially RET (Rare, Endangered and Threatened) species
 - Encourage balanced selection of flowering and fruit bearing trees to improve habitats and support local biodiversity
 - Incorporate sustainable urban design and green infrastructure solutions (for example permeable pavements, rainwater harvesting, and so on.)
 - Avoid introducing invasive and/or exotic species during seasonal landscaping on campuses and have a management plan for preservation of existing biodiversity hotspots and encourage urban forestry

- Provide habitats for local fauna in the form of bird houses, butterfly gardens, and so on., wherever feasible, and support species that thrive in the local environment, across all existing campuses/facilities
- Develop a culture of 'Care for Nature' and sensitize employees on nature and biodiversity by taking care of the diverse flora and fauna around the campuses, protecting them and not harming them wilfully
- Conduct capacity building programs to create a pool of sensitized resources in each facility/campus to implement the actions originating from this Policy and the biodiversity action plan
- Consider opportunities to partner with environmental agencies, and local governments to align our biodiversity initiatives with broader urban greening and sustainability efforts
- Engage with its supply chain partners on biodiversity risks and disclosures. Require suppliers to abide by the biodiversity and green procurement related principles laid out in [TCS' Supplier Code of Conduct](#)
- Set relevant targets and regularly assess, evaluate and monitor the biodiversity performance against the set targets
- Align to global and sectoral biodiversity frameworks and provide disclosures, as applicable

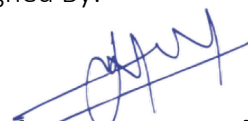
Supporting Systems for Biodiversity Conservation

Large-scale biodiversity can be affected by various factors, including energy and water consumption, as well as the generation and disposal of waste. TCS shall ensure that all its practices and considerations for conserving and protecting biodiversity are in line with the [TCS Environmental Sustainability Policy](#) and internal processes.

All TCS locations under this Policy shall develop a facility/campus specific Biodiversity Action Plan to implement biodiversity objectives and ensure the following supporting measures:

- Strive to create a conducive environment for improvement of biodiversity through good gardening and horticultural practices
- Implement and operate on-site organic waste management systems such as biodigesters and composters, to generate organic manure for use within campus
- Maintain air quality and noise levels within prescribed limits
- Conduct periodic location level biodiversity inspection/audit to ensure effective implementation of the Policy
- In line with the Tata Group's ambition to be a leader in nature and biodiversity conservation, TCS shall also proactively support biodiversity conservation programs of local, national or global priority

Signed By:



Sudeep Kunnumal

Chief Human Resources Officer

Date: 5th March, 2026

About Tata Consultancy Services (TCS)

Tata Consultancy Services (BSE: 532540, NSE: TCS) is the technology partner of choice for industry-leading organizations worldwide. Since its inception in 1968, TCS has upheld the highest standards of innovation, engineering excellence and customer service.

It has set an aspiration to become the world's largest AI-led technology services company and is enabling its clients to transform themselves across the full AI stack, from infrastructure to intelligence.

Rooted in the heritage of the Tata Group, TCS is focused on creating long term value for its clients, its investors, its employees, and the community at large. With a highly skilled workforce spread across 55 countries and 202 service delivery centers across the world, the company has been recognized as a top employer in six continents. With the ability to rapidly apply and scale new technologies, the company has built long term partnerships with its clients – helping them emerge as perpetually adaptive enterprises. Many of these relationships have endured into decades and navigated every technology cycle, from mainframes in the 1970s to artificial intelligence today.

TCS sponsors 14 of the world's most prestigious marathons and endurance events, including the TCS New York City Marathon, TCS London Marathon and TCS Sydney Marathon with a focus on promoting health, sustainability, and community empowerment.

TCS generated consolidated revenues of over US \$30 billion in the fiscal year ended March 31, 2025.

For more information, visit www.tcs.com

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